

RUSHVILLE CITY UTILITIES
330 N. Main St., Suite 200
Rushville, IN 46173

Minutes of the Special Utility Board Meeting, November 24, 2020
The Utility Board met at the City Center Council Chambers

In Phil Starkey's absence, Brian Bess called the meeting to order.

Board Members Present:

Brian Bess
Phillip King
Dale Gardner
Butch Singleton

Others present:

Les Day	Facility Manager
Gina Jenkins	Office Manager
Michael Pavey	Mayor

The special meeting was called to discuss the 2021 Water and Wastewater Pay Scale Range.

The current 2020 Salaries Ordinance has a starting wage of \$13.00 per hour. With a \$.50 raise after the 90-day probation period. Also, a \$.50 raise for anyone getting a CDL license + a \$150.00 bonus for the CDL license and \$1.00 per hour for any certification.

Phil King had created a pay scale spread sheet for the Utilities employees. Everyone reviewed the spread sheet.

Les Day said that he had not completed the employee evaluations or the job descriptions yet. Mayor Pavey said that one or more Board members needed to be in the evaluation process for the plant employees with Les.

It was suggested that the starting wage be at \$14.00 per hour. With the same wage increases that are in place currently. There would have to be increases to the other employees' wages who already have their CDL license and certification.

Mayor Pavey suggested that merit raises be considered for some of the employees that excel at their jobs.

After the discussion, Phil King stated that he will revise the pay scale range and have it presented to the City Council at the December 1, 2020 meeting.

The motion to adjourn was unanimous. The motion carried.

The next regularly scheduled meeting will be Wednesday, December 16, 2020 at 5 p.m. at the City Center.

There being no further business, the meeting was adjourned.